

EQUAL EMPLOYMENT OPPORTUNITY

Notification of Job Vacancies

Quincy Newspapers, Inc., licensee of WAOW/WYOW Television, Inc. is an equal opportunity employer. Quincy Newspapers Inc. provides notification of full-time job vacancies to organizations assisting job seekers. Any organization, which would like to receive notification of job openings at our stations, should contact us and request to be included on our employment opportunity notification list. Organizations can make such requests by mail 1908 Grand Ave. Wausau, WI 54403; fax 715-842-7808, or e-mail tschairer@waow.com. When making such requests please provide us with the name of the organization, the address, the phone number, the fax number, and the name of the contact representative to whom notifications should be sent.

Full-Time Job Openings

Job Title: Account Executive

Date Filled: 8/25/08

Job Title: Wake Up Anchor/Reporter

Date Filled: 8/28/08

Job Title: Weekend Meteorologist

Date Filled: 9/26/08

Job Title: Videojournalist

Date Filled: 7/7/09

EEO PUBLIC FILE REPORT

A. Employment Unit Covered

WAOW/WYOW

B. Reporting Period

July 27, 2008 – July 26, 2009

C. Full-Time Vacancies Filled During Reporting Period

(1) Job Title: Account Executive	Date Filled: 8/25/08
(2) Job Title: Wake Up Anchor/Reporter	Date Filled: 8/28/08
(3) Job Title: Weekend Meteorologist	Date Filled: 9/26/08
(4) Job Title: Videojournalist	Date Filled: 7/7/09

D. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

(Organizations entitled to notification identified by *.)

1. Job Title: Account Executive

Date Filled: 8/25/08

Source	Contact Person	Address	Phone No.	Referred Person Hired?
Station Bulletin Board	Tricia Schairer	1908 Grand Ave Wausau, WI 54403	715-842-2251	No
Word of Mouth	NA	NA	NA	No
Waow.com	Randy Winter	1908 Grand Ave Wausau, WI 54403	715-842-2251	Yes
Newspapers (Wausau Daily Herald and Stevens Point Journal)	Classified Resource	435 Walnut St Green Bay, WI 54307	1-888-774-7744	No
Careerbuilder.com	Classified resource	Careerbuilder.com	NA	No
Recruitment List	See attached recruitment list	See attached recruitment list	See attached recruitment list	No

Total number of interviewees from all sources for this position: 3

2. Job Title: Wake Up Anchor/Reporter**Date Filled: 8/28/08**

Source	Contact Person	Address	Phone No.	Referred Person Hired?
Word of Mouth	NA	NA	NA	No
Station Bulletin Board	Tricia Schairer	1908 Grand Ave Wausau, WI 54403	715-842-2251	No
WAOW.com	Randy Winter	1908 Grand Ave Wausau, WI 54403	715-842-2251	Yes
Tvjobs.com	Mark Halloway	PO Box 4116 Oceanside, CA 92052	760-754-8177	No
Medialine	Mark Shillstone	PO Box 51909 Pacific Grove, CA 93950	800-237-8073	No
Recruitment List	See attached recruitment list	See attached recruitment list	See attached recruitment list	No

Total number of interviewees from all sources for this position: 9

3. Job Title: Weekend Meteorologist**Date Filled: 9/26/08**

Source	Contact Person	Address	Phone No.	Referred Person Hired?
Word of Mouth	NA	NA	NA	No
Station Bulletin Board	Tricia Schairer	1908 Grand Ave Wausau, WI 54403	715-842-2251	No
Waow.com	Randy Winter	1908 Grand Ave Wausau, WI 54403	715-842-2251	No
Tvjobs.com	Mark Halloway	PO Box 4116 Oceanside, CA 92052	760-754-8177	Yes
Medialine	Mark Shillstone	PO Box 51909 Pacific Grove, CA 93950	800-237-8073	No
Recruitment List	See attached recruitment list	See attached recruitment list	See attached recruitment list	No

Total number of interviewees from all sources for this position: 11

4. Job Title: Videojournalist**Date Filled: 7/7/09**

Source	Contact Person	Address	Phone No.	Referred Person Hired?
Word of Mouth (Intern)	NA	NA	NA	No
Station	Tricia	1908 Grand Ave	715-842-2251	No

Bulletin Board	Schairer	Wausau, WI 54403		
Waow.com	Randy Winter	1908 Grand Ave Wausau, WI 54403	715-842-2251	Yes
Tvjobs.com	Mark Halloway	PO Box 4116 Oceanside, CA 92052	760-754-8177	No
Wba.com	Michelle Vetterkind	44 E Mifflin St Ste 900 Madison, WI 53703	608-255-2600	No
Medialine	Mark Shillstone	PO Box 51909 Pacific Grove, CA 93950	800-237-8073	No
Recruitment List	See attached recruitment list	See attached recruitment list	See attached recruitment list	No

Total number of interviewees from all sources for this position: 9

E. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Reporting Period: 32

F. Total Number of Interviewees for All Full-Time Vacancies Filled During the Reporting Period Per Recruitment/Referral Sources

Referral Source	Contact Person	Address	Phone No.	Number of Interviewees Referred
Word of Mouth/Former Employee	NA	NA	NA	2
Station Bulletin Board/Internal/QNI Stations	Tricia Schairer	1908 Grand Ave Wausau, WI 54403	715-842-2251	0
Waow.com	Randy Winter	1908 Grand Ave Wausau, WI 54403	715-842-2251	11
Tvjobs.com	Mark Halloway	PO Box 4116 Oceanside, CA 92052	760-754-8177	13
Medialine	Mark Shillstone	PO Box 51909 Pacific Grove, CA 93950	800-237-8073	4
Wba.com	Michelle Vetterkind	44 E Mifflin St Ste 900 Madison, WI 53703	608-255-2600	0
Wausau Daily Herald/Stevens Point Journal	Carol @ Gannett Newspaper	800 Scott St Wausau, WI 54403	715-842-2101	1
Careerbuilder.com	NA	www.careerbuilder.com	NA	0

Spots n Dots	NA	www.spotsndots.com	888-884-2630	0
Job Net Marathon Cty Job Service	Jill Buelow	364 Grand Ave Wausau, WI 54403	715-261-7700	0
Recruitment List	See attached recruitment list	See attached recruitment list	See attached recruitment list	1

**RECRUITMENT RESOURCE LIST
WAOW/WYOW Television, Inc.**

<p>WAOW-TV Bulletin Board 1908 Grand Ave Wausau, WI 54403 715-842-2251 Tricia Schairer</p>	<p>WAOW website Waow.com 1908 Grand Ave Wausau, WI 54403 715-842-2251 Randy Winter</p>	<p>TV Jobs Tvjobs.com PO Box 4116 Oceanside, CA 92052 760-754-8177 Mark Holloway</p>	<p>Medialine PO Box 51909 Pacific Grove, CA 93950 1-800-237-8073 Mark Shillstone</p>	<p>WKOW 5757 Tokey Blvd Madison, WI 53719 608-274-1234 Jessica Miller</p>
<p>WGEM PO Box 80 Quincy, IL 62306 217-226-6600 Donna Vancil</p>	<p>WREX 10322 Auburn Rd Rockford, IL 61103 815-335-2213 Trista Truesdale</p>	<p>WSJV PO Box 26 South Bend, IN 46624 1-800-975-8881 Heather Stewart</p>	<p>KTIV 3135 Floyd Blvd Sioux City, IA 51106 712-239-4100 Kathy Clayton</p>	<p>KTTC 6301 Bandel Rd NW Rochester, MN 55901 507-288-4444 Lynn Jacobs</p>
<p>WVVA PO Box 1930 Bluefield, WV 24701 304-325-5487 Wanda Davidson</p>	<p>WXOW PO Box C-4019 La Crosse, WI 55947 507-895-9969 Pam Sletten</p>	<p>WQOW 5545 Hwy 93 Eau Claire, WI 54701 715-835-1881 Pam Sletten</p>	<p>Provideo 2302 West Badger Madison, WI 53713 608-271-1226 Cori Annen</p>	<p>Quincy Herald- WHIG 130 S 5th St Quincy, IL 62301 217-223-5100 Julie Hutmacher</p>
<p>New Jersey Herald 2 Spring St Newton, NJ 07860 973-383-1500 Karen Dixon</p>	<p>QNI 130 S 5th St Quincy, IL 62301 217-223-5100 Bobbette Daugherty</p>	<p>WBA www.wi- broadcasters.org 44 E Mifflin St Ste 900 Madison, WI 53703 608-255-2600 Michelle Vetterkind</p>	<p>On-Air Television Ad 1908 Grand Ave Wausau, WI 54403 Tricia Schairer 715-842-2251</p>	<p>Hmong American Friendship 3824 W Vliet St Milwaukee, WI 53208 414-344-6575 Sheng Lor</p>
<p>WI Women of Color Network, Inc. PO Box 2337 Madison, WI 53707-2337 Agnes Cammer</p>	<p>YWCA of Racine 740 College Ave Racine, WI 53403 Anna Marie Smetana</p>	<p>Women's Community Center 2801 N 7th St Wausau, WI 54403 715-842-5663 Judy or Michelle</p>	<p>Hmong American Partnership 2198 S Memorial Dr. Appleton, WI 54915-1434 920-739-3192 Sysee Yang</p>	<p>Women's Resource Center 1209 Fremont St 336 Nelson Hall Stevens Point, WI 54481 715-346-4851 Joey Robinson</p>
<p>The Neighbor's Place 745 Scott St Wausau, WI 54403 715-845-1966 Sherri Waid</p>	<p>YWCA of Wausau/ New Options 613 5th St Wausau, WI 54403 715-842-3391 Josie Paleologue</p>	<p>Wausau Area Hmong Assoc 1109 N 6th St Wausau, WI 54403 715-842-8390 Tong Xeng Thao</p>	<p>WI Organization of Asian Americans 2830 Stevens St Madison, WI 53705</p>	<p>Employment Services Programs 2406 E 21st St Marshfield, WI 54449-4647 Barb Thompson</p>
<p>Just For Starters PO Box 573 Onalaska, WI 54650 Tim Turner</p>	<p>Marathon Cty Job Service 364 Grand Ave Wausau, WI 54403 715-261-7700 Jill Buelow</p>	<p>UW Extension/ EODP Office 432 N Lake St #501 Madison, WI 53706 Dana Burmaster</p>	<p>Blackhawk Technical College 6004 Prairie Rd Janesville, WI 53547 Barb Erlandson</p>	<p>Fox Valley Technical College 1825 N Bluemound Dr Appleton, WI 54913-2277 920-735-5627 Student Employment</p>

Ohio Center for Broadcasting 900 Sweet Valley Dr Valley View, OH 44125	Gateway Technical College 1001 S Main St Racine, WI 53403 Marcia Manlin	Carthage College 2001 Alford Dr Kenosha, WI 53141 262-551-8500 Jean Frederick	Lakeshore Technical College 1290 N Avenue Cleveland, WI 53015 920-693-3561 Jayne Meyer	Concordia College 12800 N Lake Shore Dr Mequon, WI 53092-2402 262-243-5700 Jean Austin
Mid-State Technical College 500 32 nd St, N Wisconsin Rapids, WI 54494 715-422-5426 Career Services	WI Technical College System 345 W Washington Ave Madison, WI 53707-7874 Sharon Spangberg	Lawrence University PO Box 599 Appleton, WI 54912-0599 920-832-6563 Patricia Vander Wielen	Milwaukee Area Technical College 700 W State St Milwaukee, WI 53233-1443 414-297-6939 Jenny Thomas	Madison Area Technical College 3550 Anderson St Madison, WI 53704 608-246-6401 Barb Wise
Southwest WI Technical College 1800 Bronson Blvd, Rt 1 Box 500 Fennimore, WI 53809 608-822-3262 Sheila Marten	Moraine Park Technical College 235 N National Ave. Fon du Lac, WI 54936-1940 920-924-3203 Susan Dreger	UW Green Bay 2420 Nicolet Dr Green Bay, WI 54311-7001 920-465-2163 Pam Suster	Nicolet Area Technical College PO Box 518 Rhineland, WI 54501 715-365-4448 Lori Vance	WI Indianhead Technical College 505 Pine Ridge Dr Shell Lake, WI 54871 715-468-2815 Carol Heim
Northeast WI Technical College PO Box 19042 Green Bay, WI 54307-9042 920-498-5528 Sharon Schaefer	North Central Technical College 1000 W Campus Dr Wausau, WI 54401 715-675-3331 Cathy Gauger	UW Madison 905 University Ave #160 Madison, WI 53715 608-262-3921 Kristi Luzar	UW Milwaukee PO Box 413 Milwaukee, WI 53201 414-229-4486 Linda Walker	Silver Lake College 2405 S Alverno Rd Manitowoc, WI 54220 920-686-6137 Joleen Barden
UW Whitewater 226 McCutchan Hall Whitewater, WI 53190 Roger Pulliam	UW Parkside PO Box 2000 Kenosha, WI 53141 Anthony Brown	UW Marathon Center 518 S 7 th St Wausau, WI 54401 715-261-6221 Charlene Schmidt	UW Platteville Multicultural Office 1 University Plaza Platteville, WI 53818 608-342-1555	UW Stevens Point 134 Old Main Stevens Point, WI 54481 715-346-3226 Caryn Murphy
UW Stout 103 Admin Bldg Menomonie, WI 54751 715-232-1602 Mary Brinkman	Waukesha Cty Technical College 800 Main St Pewaukee, WI 53072 262-691-5200 Jean Donovan	UW Superior Main 135 Superior, WI 54880 Pope Wright	Western WI Technical College 304 N 6 th St La Crosse, WI 54601-0908 608-785-9440 Karol Parr	Winona State University 110 Gildemeister Hall Winona, MN 55987 507-457-5340
Gannett Newspapers (Wausau Daily Herald & Stevens Point Journal) 800 Scott St. Wausau, WI 54403 Carol	Rhineland Daily News PO Box 778 Rhineland, WI 54501	KWWL-TV 500 East 4 th St Waterloo, IA 50703 319-291-1200 Megan Lucas	Brown College 1440 Northland Dr Mendota Heights, MN 55120 Amber Luckie-Parks	Career/Job Fairs- WBA Career Fairs and RTNDA Job Fair (Outreach Activities)

G. Outreach Activities Performed During the Reporting Period

Initiative	Scope of Participation and Location	Station Staff Involved
WBA Scholarship Program (2 year period of 2006-2008)	WBA, Madison, WI	Laurin Jorstad, GM, and Tricia Schairer, Admin Asst.
Station Tour for Various Community Groups	Station Tour- WAOW Groups also receive explanation on how the station is operated.	Justin Loew, Kristen Connolly (2008-2009)- Meteorologists
Student Internship (Fall 2008/Winter 2009)	WAOW- Newsroom/Sports Intern: Molly, Brauer & Eric Rajala	Newsroom Staff, Randy Winter, News Director
WBA Job/Career Fair	WBA Winter Convention, Madison, WI January 28, 2009 Met with possible job candidates and interns.	Tricia Schairer, Admin Asst, and Randy Winter, News Director
“Avoiding Discrimination & Employment Terminations.”	EEO Outreach, WBA Winter Convention, Madison, WI Legal issues in terminations.	Tricia Schairer, Admin Asst
WBA Job/Career Fair	WBA Summer Conference, Elkhart Lake, WI June 17, 2009 Met with possible job candidates and interns.	Randy Winter, News Director, and Tricia Schairer, Admin Asst
“Compliance with the FCC’s Nondiscrimination and Outreach Regulations- Part 4”	EEO Outreach, WBA Summer Conference, Elkhart Lake, WI Legal Issues with nondiscrimination and outreach.	Randy Winter, News Director, and Tricia Schairer, Admin Asst
Student Internship- Spring/Summer 2009	WAOW- News Interns: Jill Courtney, Drew Beringer, Cristina Ortiz, Brad Miller (Meteorology)	Newsroom Staff, Randy Winter, news director